



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

# Appointment of Academic Director

ABORIGINAL AND TORRES STRAIT ISLANDER STUDIES (ATSIS) UNIT



## Contents

Aboriginal and Torres Strait Islander Studies (ATSIS) Unit	01
Role of the Academic Director	02
About you	05
Selection committee	06
What we can offer	07
How to apply	07
The University of Queensland	08
Strategic direction	09
UQ Leadership Framework	10
Working at UQ	11
Cultural support at UQ	13
About Brisbane	14
Further information	15



## Acknowledgement of Country

The University of Queensland (UQ) acknowledges the Traditional Owners and their custodianship of the lands on which UQ operates. We pay our respects to their Ancestors and their descendants, who continue cultural and spiritual connections to Country. We recognise their valuable contributions to Australian and global society.

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## Aboriginal and Torres Strait Islander Studies (ATSIS) Unit

The Aboriginal and Torres Strait Islander Studies (ATSIS) Unit was established at UQ in 1984, recognising the importance of support for Aboriginal and Torres Strait Islander students, and engagement with Indigenous communities. The activities of the ATSIS Unit are guided by the objectives of the [University's Strategic Plan 2022–2025](#), and the [Aboriginal and Torres Strait Islander Research Strategy 2021–2025](#). The ATSIS Unit strongly supports the celebration of Aboriginal and Torres Strait Islander cultures and recognises the enormous contributions that Aboriginal and Torres Strait Islander peoples and perspectives bring to UQ's learning, discovery and engagement activities.

The ATSIS Unit has offices on the St Lucia and Gatton campuses and remote assistance is provided to students at other UQ campuses or locations.

All employees within the Aboriginal and Torres Strait Islander Studies Unit require a demonstrated understanding and acceptance of Aboriginal and Torres Strait Islander identities and cultures.

The ATSIS Unit reports to the Office of the Deputy Vice-Chancellor (Indigenous Engagement), which is responsible for:

- leading the strategic development, implementation and monitoring of the whole-of-University approach to Indigenous learning, discovery and engagement;
- strengthening leadership within the University in relation to Indigenous education; and
- building links with communities.

For more information about the ATSISU, please visit the [website](#).

### Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is [available online](#).





## Role of the Academic Director

### About this opportunity

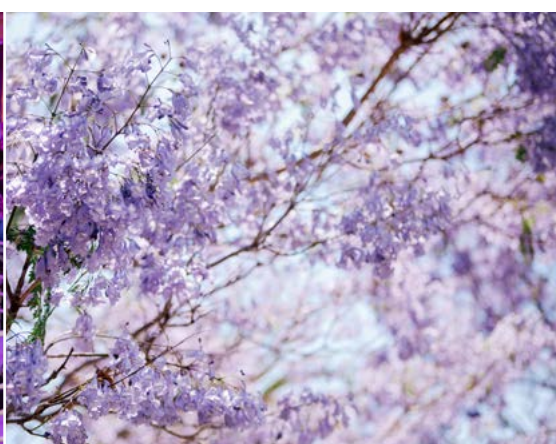
The ATSI Unit is committed to providing a supportive environment for students. The successful appointee will demonstrate leadership in teaching, service/engagement, research, and other activities associated with the Unit. The appointee will require an extensive knowledge and/or high-level understanding of the discipline of Aboriginal and Torres Strait Islander studies, strong knowledge of community protocols, and well-established connections to communities. They will be expected to oversee an academic team that delivers a major in the Bachelor of Arts program at UQ, and lead in the development of special projects across the University in the areas of service teaching, curriculum development and cultural competency activities. The appointee will be expected to pursue an active and productive program of research relevant to the Unit's research priorities, and commensurate with their level of appointment.

### Duties

The Associate Professor / Professor / Academic Director will be responsible for, but not limited to, the following activities:

#### Teaching and Learning

- Lead and supervise a team of academic staff in the delivery of an Aboriginal and Torres Strait Islander Studies major within the Bachelor of Arts. It is expected that the incumbent will also undertake teaching. This includes:
  - the development and preparation of course materials (including for new courses and programs), collaboration in curriculum design and delivery, the delivery of lectures and tutorials, marking, and providing formative advice and feedback to students.
  - be available during office hours to meet with and mentor Aboriginal and Torres Strait Islander students, to provide advice and information about existing support services and enhance educational outcomes.
  - support the delivery of UQ's student strategy including its commitment to flexible and active learning.
- In consultation with the Professor – Indigenous Education, provide leadership in the University's program of incorporating Indigenous perspectives into teaching and learning across the University (where possible), including through collaboration with academic staff of other programs and schools on curriculum design and delivery.
- Supervise at honours and the Research Higher degree level as appropriate .
- Competent in implementation of technologies that support face to face and online delivery modes.
- In addition, a Level E academic will have a distinguished record of scholarly teaching and/or research, as well as leadership across at levels and appropriate contexts.



### Scholarship Related to Teaching

- Undertake scholarship related to teaching (including developing skills in all aspects of teaching practice, continuous improvement of curricula and teaching resources) and based on a developing/developed understanding of pedagogy, produce new or improved approaches that can be reviewed by peers and disseminated within the discipline.

### Research

- Maintain a record of successful applications for internal and external research funding in a chief investigator role and mentor more junior academics and researchers.
- Produce high-quality, impactful research through publication in internationally-recognised outlets, and where appropriate, for research to have a demonstrable impact on policy, public opinion, practice and/or commercial value and benefit.
- In addition, a Level E academic will demonstrate outstanding outcomes and leadership in relation to research. This will include guiding the development of others, particularly HDR scholars, mid-career researchers, leadership of major funding initiatives, major contributions to knowledge and the beneficial application of knowledge, and intellectual leadership beyond their specific areas of research.
- The incumbent will also contribute to service within the university connected to teaching and learning, and research on behalf of the ATSIU and the Indigenous Engagement Division.

### Service and Engagement

- Foster the Unit's relations with industry, government departments, professional bodies and the wider community especially within Aboriginal and/or Torres Strait Islander communities.
- Engage with Aboriginal and/or Torres Strait Islander communities in encouraging participation at the University level.
- Promote the Unit's research and teaching programs.
- Engage with other members of the University community through a range of formal and informal mechanisms to contribute to the cultural competency of all university staff and students.
- Assist the University in meeting its obligations to Aboriginal and Torres Strait Islander staff and students (and communities) as set out in the Reconciliation Action Plan, and in the new Enterprise Agreement (currently in the approval stage).
- Make a strong contribution to the governance and collegial life of the institution, including successful mentoring of less experienced staff, and show leadership in external activities.
- In addition, a Level E academic will be expected to make outstanding leadership contributions to the institution, and show a high level of leadership in external activities at a national and international level.

### Academic Administration

- Oversee a range of administrative functions related to the delivery and co-ordination of courses taught by the Unit.
- Lead processes that enable academic and administrative teams to manage the academic work of the Unit, including participation in Unit decision-making and represent the Unit on School, Faculty or University committees as directed.



## Other

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

- The University's [Code of Conduct](#).
- Requirements of the Queensland occupational health and safety (OH&S) legislation and related [OH&S responsibilities and procedures](#) developed by the University, Faculty, Institute or School.
- The adoption of sustainable practices in all work activities, and compliance with associated legislation and related University [sustainability responsibilities and procedures](#).
- Requirements of the *Education Services for Overseas Students Act 2000*, the *National Code 2007* and associated legislation, and related [responsibilities and procedures](#) developed by the University.

## Organisational relationships

The position reports to the Professor (Indigenous Education). While reporting is to the the Professor (Indigenous Education) and the organisational unit is the ATSI Unit, it is expected that the post-holder will hold a concurrent appointment within an Academic School where their discipline is located.





## About you

### Essential

- A postgraduate qualification with relevant teaching and mentoring experience in a tertiary environment. A Level D/E academic is expected to have completed a PhD.
- Demonstrated knowledge of Aboriginal and/or Torres Strait Islander Studies as an academic discipline.
- Demonstrated knowledge of the concept of cultural competency and its application in a tertiary teaching and learning environment.
- Demonstrated knowledge of community protocols and ability to use networks to positively effect teaching and learning with impact .
- Proven leadership skills, and the ability to manage academic teams, preferably within a tertiary setting.
- Demonstrated capacity to coordinate and deliver courses (i.e., units or courses).
- Experience in liaising and collaborating with Aboriginal and Torres Strait Islander community organisations, including knowledge of protocols and understanding of discrete Aboriginal and Torres Strait Islander cultures and identities.
- Knowledge and understanding of the policies and procedures of the University of Queensland, or the demonstrated ability to rapidly acquire this knowledge.
- Demonstrable organisational, interpersonal and communication skills, and the ability to liaise and negotiate with people at all levels of a tertiary institution.
- Evidence of self-motivation, ability to work independently as well as collaboratively with colleagues.
- Proven capacity to work in an organised and productive manner to deliver timely and high-quality outputs and outcomes.
- Proven capacity to work productively in a complex, cross-cultural organisational environment.
- Capacity to supervise research higher degree students and evidence of a contribution to research, including successful external grant applications.

### Additional criteria

The University of Queensland considers that being Aboriginal and/or Torres Strait Islander is a genuine occupational requirement for this position under s 25 of the Anti-Discrimination Act 1991(Qld) and the filling of this position constitute a special/equal opportunity measure under section 8(1) of the Racial Discrimination Act 1975 (Cth) and s105 of the Anti-Discrimination Act 1991(Qld).

The position is therefore only open to Australian Aboriginal and/or Torres Strait Islander people.

Successful candidates are required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.



## Additional information

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University's [Diversity and Inclusion webpage](#) for further information and points of contact if you require additional support.

Accessibility requirements and/or adjustments can be directed to [recruitment@uq.edu.au](mailto:recruitment@uq.edu.au).

## Qualification Verification

An appointment to this position is subject to the verification of the highest academic qualification from the conferring institution.

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## Selection committee

Selection Committee chaired by Professor Bronwyn Fredericks or Professor Tracey Bunda.





## What we can offer

This is a full-time, 5 year fixed term position at Academic Level D or Level E.

You will be able to take advantage of [UQ Sport Facilities](#), recreation leave loading (of 17.5%), salary sacrificing options, on-campus childcare, discounted private health insurance, affordable parking, development programs and many other benefits.

For further information, please review [The University of Queensland's Enterprise Bargaining Agreement 2018–2021](#).

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## How to apply

All applicants must supply the following documents through the [UQ Careers](#) portal:

- Cover letter addressing key selection criteria
- Resume

To satisfy prerequisite questions and ensure your application can be considered in full, all candidates must apply via the [UQ Careers](#) portal by the job closing deadline. Applications received via other channels including direct email will not be accepted.

To discuss please contact the Professor of Indigenous Education ([t.bunda@uq.edu.au](mailto:t.bunda@uq.edu.au)) or the Academic Director, ATSIIS ([atsis.academicdirector@uq.edu.au](mailto:atsis.academicdirector@uq.edu.au)).

For application queries, please contact [l.inch@uq.edu.au](mailto:l.inch@uq.edu.au) stating the job reference number in the subject line.



## The University of Queensland

For more than a century, The University of Queensland (UQ) has created positive change for society by delivering knowledge leadership for a better world.

UQ ranks among the world's top universities, as measured by several key independent rankings, including the CWTS Leiden Ranking (35), U.S. News Best Global Universities Rankings (36), the Performance Ranking of Scientific Papers for World Universities (33), QS World University Rankings (43), Academic Ranking of World Universities (51), and Times Higher Education World University Rankings (70).

At UQ, we're changing the way higher education is imagined and experienced. Our students enjoy innovative and flexible learning options, diverse and dynamic partnership opportunities, and an integrated digital and campus learning environment.

More than 55,000 students – including the majority of Queensland's highest academic achievers as well as top interstate and overseas students – study across UQ's 3 beautiful campuses in South East Queensland at St Lucia, Herston and Gatton. They include around 20,000 postgraduate and approximately 21,000 international students who contribute to a diverse, supportive and inclusive campus community.

With a strong focus on teaching excellence, having won more national teaching awards than any other Australian university, UQ is committed to providing students with the best opportunities and practical experiences during their time with us, empowering them with transferable knowledge and skills that will prepare them to exceed expectations throughout their careers.

UQ's 311,000 graduates are an engaged network of global alumni spanning 184 countries, and include more than 17,000 PhDs.

UQ's 6 faculties, 8 globally recognised research institutes and more than 100 research centres attract an interdisciplinary community of 2,500 scientists, social scientists and engineers, who champion research excellence and continue UQ's tradition of research leadership. This is reflected in UQ being the number one recipient of Australian Research Council Fellowships and Awards nationally across all scheme years (452 awards worth \$339 million).

UQ has an outstanding track record in commercialising innovation, with major technologies employed across the globe and gross product sales of more than \$57 billion.

UQ is one of only 3 Australian members of the global Universitas 21; a founding member of the Group of Eight (Go8) universities; a member of Universities Australia; a member of the Association of Pacific Rim Universities (APRU); and one of only 3 Australian charter members of the prestigious edX consortium, the world's leading not-for-profit consortium of massive open online courses (MOOCs).

UQ employs more than 7,410 academic and professional staff (full-time equivalent) and has a \$1.877 billion annual operating budget.

### Governance

The University of Queensland is governed by a 22-member Senate representing University and community interests. Senate is led by the Chancellor, elected by the Senate. The University of Queensland Act 1998 grants Senate wide powers to appoint staff, manage and control University affairs and property, and manage and control finances to promote the University's interests.

[uq.edu.au/about/governance](http://uq.edu.au/about/governance)



## Strategic Direction

By 2032, UQ will be known as a university that:



**Delivers highly sought-after graduates, who are prepared for future success through rich and broad educational experiences**



**Leads as a premier provider of high-quality postgraduate and lifelong learning opportunities**



**Leverages the breadth and depth of its research capabilities and vibrant precincts to address the world's most pressing challenges**



**Is a trusted and agile partner widely regarded as a leader in entrepreneurship, knowledge exchange and commercialisation**



**Has an extensive global reach in education and research with a strong commitment to capacity building in the Indo-Pacific**



**Breaks down barriers to education through the targeted and effective Queensland Commitment**



**Is values-led, deeply committed to delivering for the public good and supporting our people, leading reconciliation, and embracing different life experiences and perspectives**



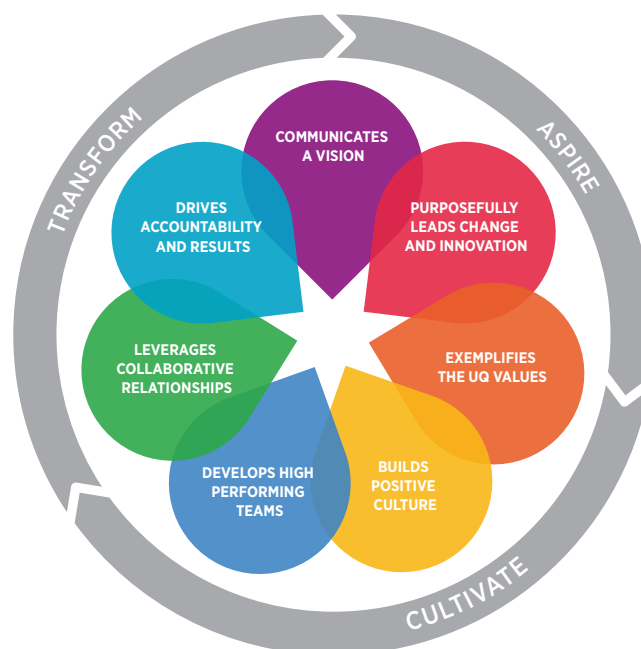


## UQ Leadership Framework

As a leader at UQ you are a role model for our values.

Our leaders act with integrity and prioritise the development and growth of our people to ensure excellence for the long term.

The Leadership Framework is underpinned by seven capabilities expected by all UQ leaders.



### Aspire

*Enact UQ's vision, anticipate change and leverage innovation.*

#### 1. Communicates a Vision

Develops and communicates a clear vision and direction for the future, aligned with UQ's vision, values and aspirations.

#### 2. Purposefully leads change and innovation

Remains agile and effectively manages change and unexpected disruption by finding innovative solutions.

### Cultivate

*Exemplify the UQ values and develop high performing teams and positive culture.*

#### 3. Exemplifies the UQ Values

Role models UQ values and demonstrates loyalty to the University.

#### 4. Develops high performing teams

Develops empowered and high performing teams, investing time, energy and resources into helping people achieve their potential.

#### 5. Builds positive culture

Creates respectful and constructive workplaces where people feel safe and valued, and addresses unacceptable behaviours.

### Transform

*Deliver results that make a difference and create long-term value.*

#### 6. Leverages collaborative relationships

Identifies opportunities to collaborate and forges partnerships, embracing the ethos of 'One UQ'.

#### 7. Drives accountability and results

Holds self and others accountable for delivering against objectives and is focused on creating long-term value for UQ.



## Working at UQ

UQ is a great place to work and is a culturally inclusive space for staff and students, where diversity is valued. The University of Queensland (UQ) acknowledges and respects Aboriginal and Torres Strait Islander peoples as First Australians. We value and celebrate the uniqueness of knowledges, cultures, histories and languages that have been created and shared for at least 65,000 years.

Our values guide our behaviour and provide the foundation of our culture. The [UQ Strategic Plan 2022-2025](#) articulates these values, what we strive for, how we work together, and our commitment to discovering and sharing truth.

### Our values

#### *What we strive for*

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##### **Creativity**

We apply our creativity as a way of seeking progress. We value new ideas, seek fresh perspectives and pursue game-changing innovations and opportunities

##### **Excellence**

We strive for excellence in everything we do. We apply the highest standards to our work to achieve the greatest impact for the benefit of communities everywhere.

#### *Central to what we do*

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##### **Truth**

Truth is central to all that we do as a university. We seek truth through our focus on the advancement and dissemination of knowledge, and our deep commitment to academic freedom and freedom of expression.

#### *How we work together*

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##### **Integrity**

We always act with integrity. As stewards of the University's resources and reputation, we are honest, ethical and principled.

##### **Courage**

We are courageous in our decision-making. We are ambitious, bold and agile. We demonstrate moral courage, so that we are always guided by a sense of what is right.

##### **Respect and inclusivity**

We provide a caring, inclusive and empowering environment for all. We engage respectfully with one another and promote the value that our diversity brings to our whole community.



UQ is committed to Aboriginal and Torres Strait Islander peoples' learning, discovery and engagement. The University's Strategic Plan outlines strategies aimed at increasing opportunities for Aboriginal and Torres Strait Islander peoples, which are supported through the development of a Reconciliation Action Plan and Aboriginal and Torres Strait Islander Employment Strategy. Here in Australia, we especially want to play a leading role in reconciliation as advocates with and for Aboriginal and Torres Strait Islander peoples and communities.

At a national level, in partnership with Aboriginal and Torres Strait Islander communities, we will embed reconciliation across the University's operations to achieve and implement a 'Stretch' Reconciliation Action Plan (RAP) by 2025.

The Aboriginal and Torres Strait Islander Research and Innovation Strategy will support Indigenous researchers and empower research excellence that benefits Aboriginal and Torres Strait Islander peoples, communities and organisations. We aspire to play a leading role in reconciliation as advocates with and for Aboriginal and Torres Strait Islander peoples and communities—especially through truth telling and building greater cultural understanding.

UQ provides staff with a beautiful working location and welcoming campus culture. Working at UQ will provide you with a range of benefits including:

- flexible working culture, with access to a range of flexible working arrangements;
- cultural leave for Aboriginal and Torres Strait Islander staff;
- access to services on campus, including childcare centres;
- health and wellbeing initiatives; and
- opportunities to connect with staff networks, such as the Aboriginal and Torres Strait Islander Staff Network and the UQ Ally Network.

The University of Queensland believes in maintaining a safe work environment for all, which is why we are introducing a COVID-19 vaccination requirement that all staff be fully vaccinated, subject to limited exemptions.

More information about life at UQ including staff benefits, relocation and UQ campuses is available at: [staff.uq.edu.au/information-and-services/human-resources](https://staff.uq.edu.au/information-and-services/human-resources)





## Cultural support at UQ

Workplace Diversity and Inclusion provides information and support to staff and prospective staff and drives strategies and initiatives to create a safe, welcoming and inclusive space for staff at UQ that values the strength of diversity. The Indigenous Employment Team is responsible for the development and implementation of the [Aboriginal and Torres Strait Islander Employment Strategy 2019–2022](#) which aims to support Aboriginal and Torres Strait Islander people and staff through three main objectives:

### Grow

**Position UQ as an employer of choice for Aboriginal and Torres Strait Islander peoples in all levels and areas of the University.**

### Develop

**Provide access to career development opportunities for Aboriginal and Torres Strait Islander staff.**

### Respect

**Develop a workplace that values the contribution and positive difference that Aboriginal and Torres Strait Islander staff provide.**

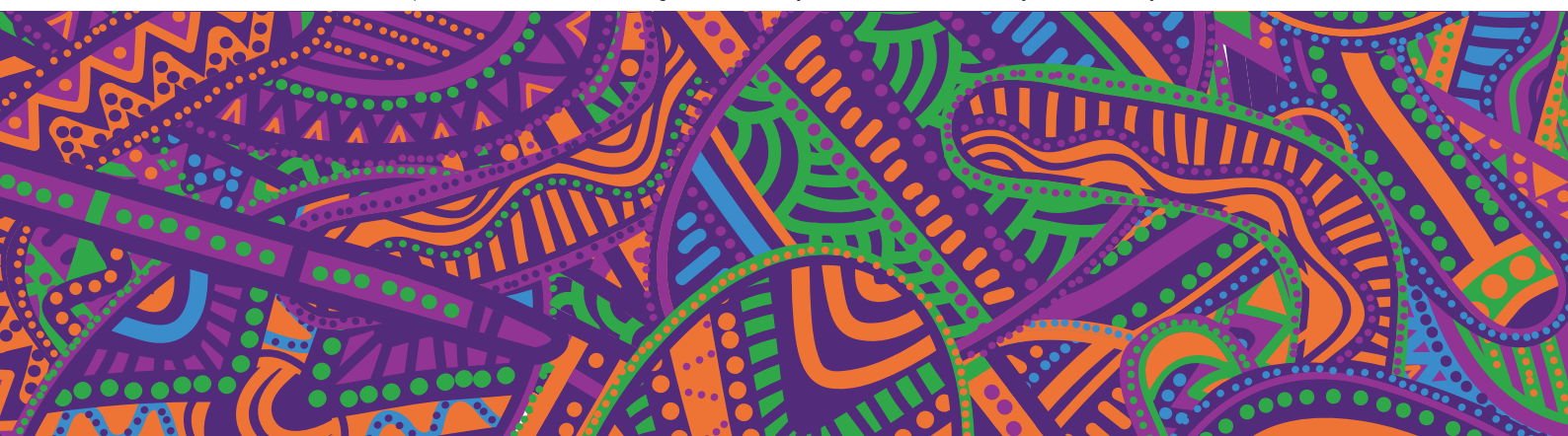
Aboriginal and Torres Strait Islander staff at UQ are encouraged to celebrate their culture, history and country and are entitled to five days of cultural leave annually to attend cultural activities, obligations and ceremony.

The [Deputy Vice-Chancellor \(Indigenous Engagement\)](#) is responsible for leading the implementation of UQ's first [Reconciliation Action Plan](#) and strengthening leadership within the University in relation to Indigenous Engagement, as well as building links with the community. The [Aboriginal and Torres Strait Islander Studies \(ATSIS\) Unit](#) strongly supports the celebration of Aboriginal and Torres Strait Islander cultures and recognises the enormous contributions that Aboriginal and Torres Strait Islander peoples and perspectives bring to UQ's learning, discovery and engagement activities and supports students from pre-enrolment through to graduation.

UQ's [Aboriginal and Torres Strait Islander Staff Network](#) provides a regular opportunity to get together, share stories, make connections and yarn about how UQ can keep developing as an employer of choice for Aboriginal and Torres Strait Islander peoples. There is also a network newsletter that promotes UQ jobs, training and development opportunities and useful tips, and enables us to share achievements from our community.

More information on Aboriginal and Torres Strait Islander Staff support can be found on our [current staff website](#).

*Brisbane River pattern from A Guidance Through Time created by Quandamooka artists, Casey Coolwell and Kyra Mancktelow*



## About Brisbane

Brisbane is the sunny, sophisticated capital city of Queensland and gateway to many famous attractions. Australia's third largest city and fastest-growing capital with a population of more than 2.5 million, it offers a safe, friendly, multicultural environment characterised by the Brisbane River, parklands, convention facilities, museums, theatres, art galleries, a casino, malls, shopping districts, and a host of cosmopolitan restaurants and cafes.

Selected as host city for the 2032 Olympic and Paralympic Games, visitors can expect unbeatable sports experiences in 37 world-class venues, set against a backdrop of iconic beachfronts, breath-taking rural hinterland, and an exciting city rich in culture and entertainment.

Brisbane also offers a range of lifestyle benefits. Combine artistic and outdoor adventures at South Bank, where cultural institutions and restaurants meet riverside gardens and a lagoon. Take a paddle steamer or ferry down the Brisbane River, abseil Kangaroo Point cliffs, or bike ride through the City Botanic Gardens. Or enjoy a day trip to Moreton Island, Noosa, the Sunshine Coast or Gold Coast, or visit beautiful national parks, rainforests and tourist attractions such as Australia Zoo, Dreamworld and other theme parks.

The perfect place to raise a family, Brisbane has been dubbed a food and drink lover's paradise, and is also one of Australia's most liveable and affordable capital cities, with sunny days almost all year round and enough rainfall to keep the city and suburbs cool and green.

A few hours drive north from Brisbane is the Great Barrier Reef, one of the 'natural wonders of the world'. As the largest World Heritage Area, it stretches more than 2,000 kilometres alongside the coast, and is home to around 1,500 species of fish and 350 types of coral. Stradbroke and Fraser Islands are also world-famous attractions close to Brisbane, featuring some of the largest sand dunes in the world.

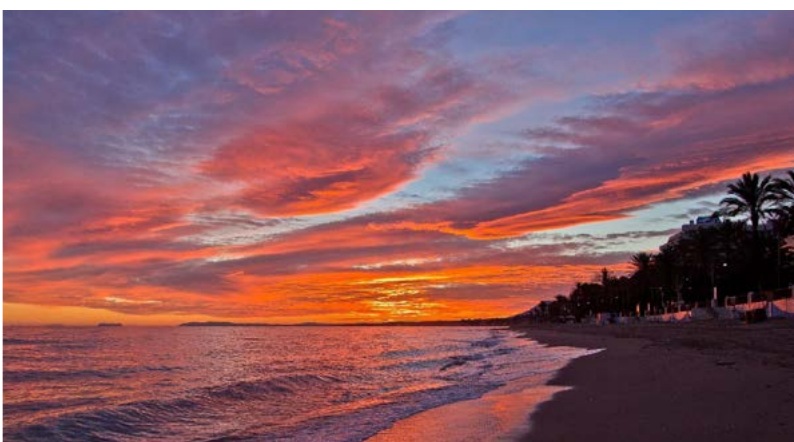
### A leader in education

Brisbane has a wide range of high-quality schools at primary and secondary level, religious and non-denominational, single-sex and co-educational, with many offering excellence programs or other specialty features such as the International Baccalaureate. Brisbane also offers some of the greatest learning institutes in Australia, with 3 internationally recognised universities covering all areas of study from law and medicine through to business, marketing, tourism, IT and biotechnology. The University of Queensland (UQ) is one of Australia's leading research and teaching institutes, ranking among the world's top universities.

### Lifestyle

In the heart of Brisbane city, Queen Street Mall is a vibrant shopping and lifestyle precinct and is Australia's most popular pedestrian mall. Brisbane is also the home for many of Queensland and Australia's major sporting events in rugby league, rugby union, AFL and cricket.

Brisbane residents have excellent access to health care in both public and private sectors, covering hospitals, general practitioners, dentists, and other allied healthcare professionals. The numerous public and private hospitals include the Princess Alexandra Hospital, the Mater Hospital network, the Queensland Children's Hospital, and the Royal Brisbane and Women's Hospital. Urgent and emergency medical care is readily available to everyone.



## Further information

General information on the University is available through the University's website: [uq.edu.au](http://uq.edu.au)

Other documents which you may wish to refer to include:

- Annual Report:  
[about.uq.edu.au/organisation/policies-procedures-guidelines/annual-reports](http://about.uq.edu.au/organisation/policies-procedures-guidelines/annual-reports)
- Governance:  
[about.uq.edu.au/governance](http://about.uq.edu.au/governance)
- Key statistics:  
[pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx](http://pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx)
- Organisation chart:  
[about.uq.edu.au/files/5643/org-chart.pdf](http://about.uq.edu.au/files/5643/org-chart.pdf)
- Research at UQ:  
[research.uq.edu.au](http://research.uq.edu.au)
- Strategic Plan 2022–2025:  
[about.uq.edu.au/strategic-plan](http://about.uq.edu.au/strategic-plan)
- UQ Global Strategy:  
[global-strategy.uq.edu.au](http://global-strategy.uq.edu.au)
- UQ Reconciliation Action Plan:  
[about.uq.edu.au/reconciliation/plan](http://about.uq.edu.au/reconciliation/plan)
- UQ Aboriginal and Torres Strait Islander Employment Strategy:  
[staff.uq.edu.au/files/24066/uq-indigenous-employment-strategy-2019.pdf](http://staff.uq.edu.au/files/24066/uq-indigenous-employment-strategy-2019.pdf)







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